

Analisa pengaruh antara innovation management terhadap employee engagement dengan dimediasi oleh teamwork: studi kasus PT. Bank Rakyat Indonesia (persero), Tbk. = Analysis on the impact of innovation management toward employee engagement mediated by teamwork: study case at PT. Bank Rakyat Indonesia (persero), Tbk.

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Abstrak

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh persepsi karyawan mengenai Manajemen Inovasi terhadap Employee Engagement dimediasi oleh Teamwork pada PT Bank Rakyat Indonesia (Persero), Tbk. di unit level kerja Kantor Pusat. Terdapat tiga sub-variabel yang digunakan untuk variabel Manajemen Inovasi yaitu Innovation System, Competitors and Technology, serta New Services. Responden dari penelitian ini adalah 106 orang karyawan Bank BRI unit Kantor Pusat yang merupakan karyawan tetap di perusahaan tersebut. Dengan menggunakan causal steps yang dikembangkan oleh Baron & Kenny (1986) untuk menentukan hasil mediasi, hasil dari penelitian ini menunjukkan bahwa dari ketiga sub-variabel Manajemen Inovasi yang digunakan hanya dua sub-variabel yaitu Innovation System dan Competitors and Technology yang memberikan pengaruh terhadap Employee Engagement dengan dimediasi oleh Teamwork. Kedua sub-variabel dimediasi secara partial mediation

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ABSTRACT

This study aims to determine the impact of employee's perception of Innovation Management toward Employee Engagement mediated by Teamwork at PT Bank Rakyat Indonesia (Persero), Tbk. in Headquarters office. There are three sub variables of Innovation Management which being used in this study, that is Innovation System, Competitors and Technology, and New Services. The respondents of this study were 106 permanent employees of BRI in Headquarters office. By using the causal steps developed by Baron & Kenny (1986) to determine mediated result, the result of this study performs that only two out of three sub variables from Innovation Management, that is Innovation System and Competitors and Technology that give impact toward Employee Engagement mediated by Teamwork. Both of the sub variables were patially mediating toward Employee Engagement